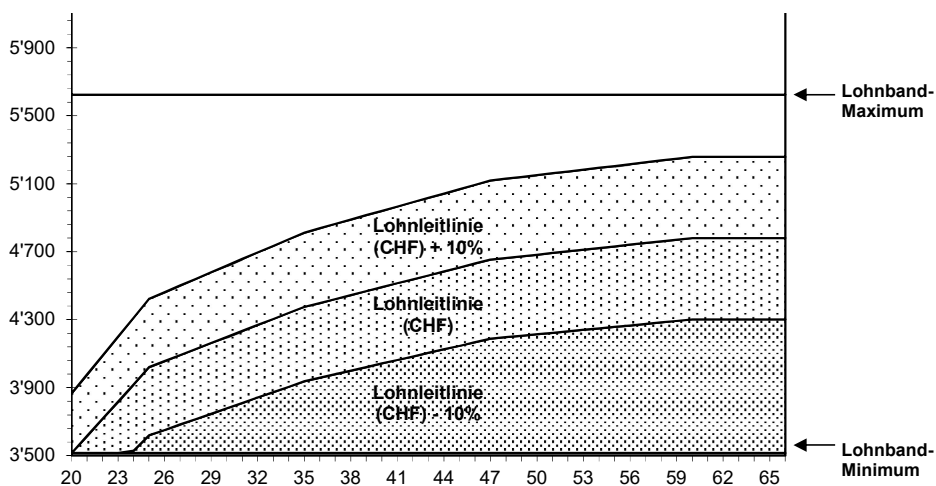


# Lohnband 1 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 3'515                  |                           | 3'515               | 3'866                     | 5'624                  |
| 21     | 3'515                  |                           | 3'616               | 3'977                     | 5'624                  |
| 22     | 3'515                  |                           | 3'717               | 4'089                     | 5'624                  |
| 23     | 3'515                  |                           | 3'818               | 4'200                     | 5'624                  |
| 24     | 3'515                  | 3'528                     | 3'919               | 4'311                     | 5'624                  |
| 25     | 3'515                  | 3'619                     | 4'021               | 4'423                     | 5'624                  |
| 26     | 3'515                  | 3'651                     | 4'056               | 4'462                     | 5'624                  |
| 27     | 3'515                  | 3'682                     | 4'092               | 4'501                     | 5'624                  |
| 28     | 3'515                  | 3'714                     | 4'127               | 4'540                     | 5'624                  |
| 29     | 3'515                  | 3'746                     | 4'162               | 4'579                     | 5'624                  |
| 30     | 3'515                  | 3'778                     | 4'198               | 4'618                     | 5'624                  |
| 31     | 3'515                  | 3'810                     | 4'233               | 4'657                     | 5'624                  |
| 32     | 3'515                  | 3'842                     | 4'269               | 4'696                     | 5'624                  |
| 33     | 3'515                  | 3'874                     | 4'304               | 4'735                     | 5'624                  |
| 34     | 3'515                  | 3'906                     | 4'340               | 4'774                     | 5'624                  |
| 35     | 3'515                  | 3'938                     | 4'375               | 4'813                     | 5'624                  |
| 36     | 3'515                  | 3'958                     | 4'398               | 4'838                     | 5'624                  |
| 37     | 3'515                  | 3'979                     | 4'421               | 4'864                     | 5'624                  |
| 38     | 3'515                  | 4'000                     | 4'445               | 4'889                     | 5'624                  |
| 39     | 3'515                  | 4'021                     | 4'468               | 4'915                     | 5'624                  |
| 40     | 3'515                  | 4'042                     | 4'491               | 4'940                     | 5'624                  |
| 41     | 3'515                  | 4'063                     | 4'514               | 4'966                     | 5'624                  |
| 42     | 3'515                  | 4'084                     | 4'537               | 4'991                     | 5'624                  |
| 43     | 3'515                  | 4'105                     | 4'561               | 5'017                     | 5'624                  |
| 44     | 3'515                  | 4'125                     | 4'584               | 5'042                     | 5'624                  |
| 45     | 3'515                  | 4'146                     | 4'607               | 5'068                     | 5'624                  |
| 46     | 3'515                  | 4'167                     | 4'630               | 5'093                     | 5'624                  |
| 47     | 3'515                  | 4'188                     | 4'654               | 5'119                     | 5'624                  |
| 48     | 3'515                  | 4'197                     | 4'663               | 5'130                     | 5'624                  |
| 49     | 3'515                  | 4'206                     | 4'673               | 5'140                     | 5'624                  |
| 50     | 3'515                  | 4'214                     | 4'683               | 5'151                     | 5'624                  |
| 51     | 3'515                  | 4'223                     | 4'692               | 5'162                     | 5'624                  |
| 52     | 3'515                  | 4'232                     | 4'702               | 5'172                     | 5'624                  |
| 53     | 3'515                  | 4'241                     | 4'712               | 5'183                     | 5'624                  |
| 54     | 3'515                  | 4'250                     | 4'722               | 5'194                     | 5'624                  |
| 55     | 3'515                  | 4'258                     | 4'731               | 5'205                     | 5'624                  |
| 56     | 3'515                  | 4'267                     | 4'741               | 5'215                     | 5'624                  |
| 57     | 3'515                  | 4'276                     | 4'751               | 5'226                     | 5'624                  |
| 58     | 3'515                  | 4'285                     | 4'761               | 5'237                     | 5'624                  |
| 59     | 3'515                  | 4'293                     | 4'770               | 5'247                     | 5'624                  |
| ab 60  | 3'515                  | 4'302                     | 4'780               | 5'258                     | 5'624                  |

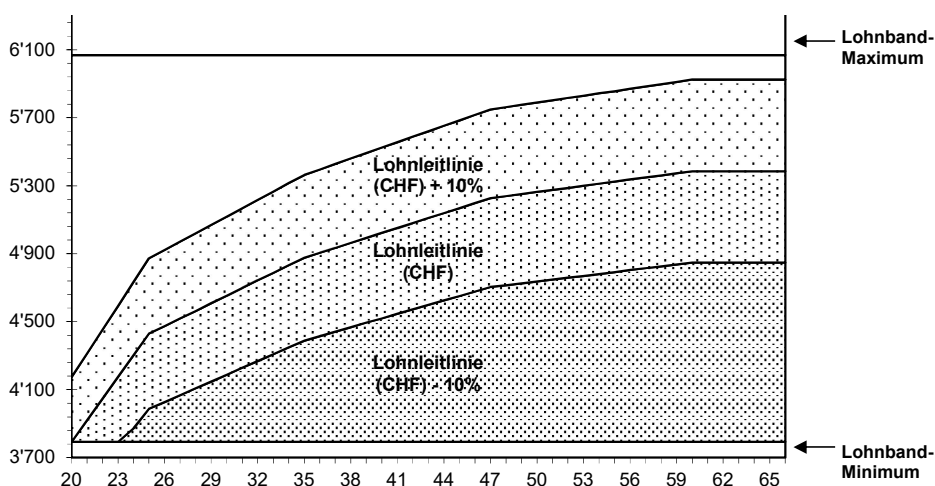


# Lohnband 2 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 3'793                  |                           | 3'793               | 4'172                     | 6'069                  |
| 21     | 3'793                  |                           | 3'920               | 4'312                     | 6'069                  |
| 22     | 3'793                  |                           | 4'048               | 4'452                     | 6'069                  |
| 23     | 3'793                  |                           | 4'175               | 4'593                     | 6'069                  |
| 24     | 3'793                  | 3'872                     | 4'303               | 4'733                     | 6'069                  |
| 25     | 3'793                  | 3'987                     | 4'430               | 4'873                     | 6'069                  |
| 26     | 3'793                  | 4'027                     | 4'475               | 4'922                     | 6'069                  |
| 27     | 3'793                  | 4'067                     | 4'519               | 4'971                     | 6'069                  |
| 28     | 3'793                  | 4'107                     | 4'564               | 5'020                     | 6'069                  |
| 29     | 3'793                  | 4'148                     | 4'608               | 5'069                     | 6'069                  |
| 30     | 3'793                  | 4'188                     | 4'653               | 5'118                     | 6'069                  |
| 31     | 3'793                  | 4'228                     | 4'698               | 5'167                     | 6'069                  |
| 32     | 3'793                  | 4'268                     | 4'742               | 5'217                     | 6'069                  |
| 33     | 3'793                  | 4'308                     | 4'787               | 5'266                     | 6'069                  |
| 34     | 3'793                  | 4'348                     | 4'832               | 5'315                     | 6'069                  |
| 35     | 3'793                  | 4'389                     | 4'876               | 5'364                     | 6'069                  |
| 36     | 3'793                  | 4'415                     | 4'905               | 5'396                     | 6'069                  |
| 37     | 3'793                  | 4'441                     | 4'935               | 5'428                     | 6'069                  |
| 38     | 3'793                  | 4'467                     | 4'964               | 5'460                     | 6'069                  |
| 39     | 3'793                  | 4'494                     | 4'993               | 5'492                     | 6'069                  |
| 40     | 3'793                  | 4'520                     | 5'022               | 5'524                     | 6'069                  |
| 41     | 3'793                  | 4'546                     | 5'051               | 5'556                     | 6'069                  |
| 42     | 3'793                  | 4'573                     | 5'081               | 5'589                     | 6'069                  |
| 43     | 3'793                  | 4'599                     | 5'110               | 5'621                     | 6'069                  |
| 44     | 3'793                  | 4'625                     | 5'139               | 5'653                     | 6'069                  |
| 45     | 3'793                  | 4'651                     | 5'168               | 5'685                     | 6'069                  |
| 46     | 3'793                  | 4'678                     | 5'197               | 5'717                     | 6'069                  |
| 47     | 3'793                  | 4'704                     | 5'227               | 5'749                     | 6'069                  |
| 48     | 3'793                  | 4'715                     | 5'239               | 5'763                     | 6'069                  |
| 49     | 3'793                  | 4'726                     | 5'251               | 5'776                     | 6'069                  |
| 50     | 3'793                  | 4'737                     | 5'263               | 5'790                     | 6'069                  |
| 51     | 3'793                  | 4'748                     | 5'276               | 5'803                     | 6'069                  |
| 52     | 3'793                  | 4'759                     | 5'288               | 5'817                     | 6'069                  |
| 53     | 3'793                  | 4'770                     | 5'300               | 5'830                     | 6'069                  |
| 54     | 3'793                  | 4'781                     | 5'312               | 5'844                     | 6'069                  |
| 55     | 3'793                  | 4'792                     | 5'325               | 5'857                     | 6'069                  |
| 56     | 3'793                  | 4'803                     | 5'337               | 5'871                     | 6'069                  |
| 57     | 3'793                  | 4'814                     | 5'349               | 5'884                     | 6'069                  |
| 58     | 3'793                  | 4'825                     | 5'361               | 5'897                     | 6'069                  |
| 59     | 3'793                  | 4'836                     | 5'374               | 5'911                     | 6'069                  |
| ab 60  | 3'793                  | 4'847                     | 5'386               | 5'924                     | 6'069                  |

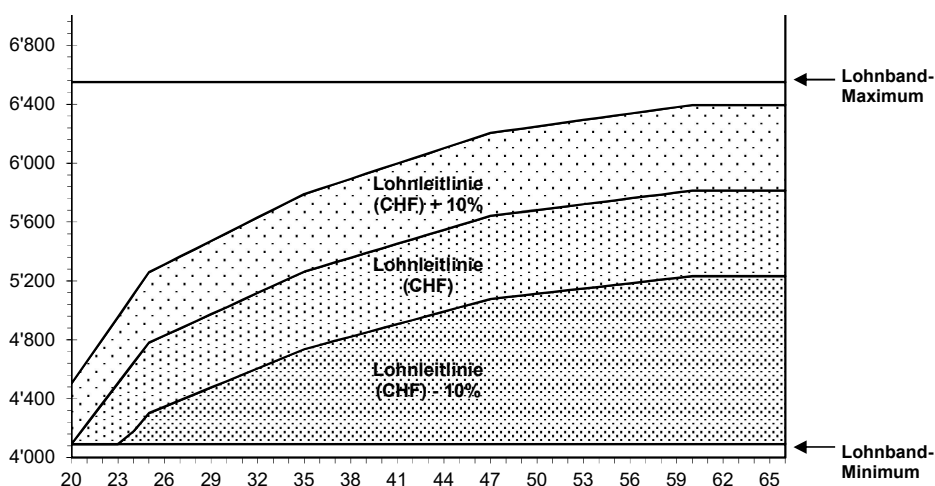


# Lohnband 3 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 4'093                  |                           | 4'094               | 4'503                     | 6'550                  |
| 21     | 4'093                  |                           | 4'231               | 4'654                     | 6'550                  |
| 22     | 4'093                  |                           | 4'369               | 4'806                     | 6'550                  |
| 23     | 4'093                  |                           | 4'506               | 4'957                     | 6'550                  |
| 24     | 4'093                  | 4'180                     | 4'644               | 5'108                     | 6'550                  |
| 25     | 4'093                  | 4'303                     | 4'781               | 5'260                     | 6'550                  |
| 26     | 4'093                  | 4'347                     | 4'830               | 5'313                     | 6'550                  |
| 27     | 4'093                  | 4'390                     | 4'878               | 5'366                     | 6'550                  |
| 28     | 4'093                  | 4'433                     | 4'926               | 5'419                     | 6'550                  |
| 29     | 4'093                  | 4'477                     | 4'974               | 5'471                     | 6'550                  |
| 30     | 4'093                  | 4'520                     | 5'022               | 5'524                     | 6'550                  |
| 31     | 4'093                  | 4'563                     | 5'070               | 5'577                     | 6'550                  |
| 32     | 4'093                  | 4'607                     | 5'119               | 5'630                     | 6'550                  |
| 33     | 4'093                  | 4'650                     | 5'167               | 5'683                     | 6'550                  |
| 34     | 4'093                  | 4'693                     | 5'215               | 5'736                     | 6'550                  |
| 35     | 4'093                  | 4'737                     | 5'263               | 5'789                     | 6'550                  |
| 36     | 4'093                  | 4'765                     | 5'294               | 5'824                     | 6'550                  |
| 37     | 4'093                  | 4'793                     | 5'326               | 5'859                     | 6'550                  |
| 38     | 4'093                  | 4'822                     | 5'358               | 5'893                     | 6'550                  |
| 39     | 4'093                  | 4'850                     | 5'389               | 5'928                     | 6'550                  |
| 40     | 4'093                  | 4'879                     | 5'421               | 5'963                     | 6'550                  |
| 41     | 4'093                  | 4'907                     | 5'452               | 5'997                     | 6'550                  |
| 42     | 4'093                  | 4'935                     | 5'484               | 6'032                     | 6'550                  |
| 43     | 4'093                  | 4'964                     | 5'515               | 6'067                     | 6'550                  |
| 44     | 4'093                  | 4'992                     | 5'547               | 6'101                     | 6'550                  |
| 45     | 4'093                  | 5'020                     | 5'578               | 6'136                     | 6'550                  |
| 46     | 4'093                  | 5'049                     | 5'610               | 6'171                     | 6'550                  |
| 47     | 4'093                  | 5'077                     | 5'641               | 6'205                     | 6'550                  |
| 48     | 4'093                  | 5'089                     | 5'655               | 6'220                     | 6'550                  |
| 49     | 4'093                  | 5'101                     | 5'668               | 6'234                     | 6'550                  |
| 50     | 4'093                  | 5'113                     | 5'681               | 6'249                     | 6'550                  |
| 51     | 4'093                  | 5'125                     | 5'694               | 6'264                     | 6'550                  |
| 52     | 4'093                  | 5'137                     | 5'707               | 6'278                     | 6'550                  |
| 53     | 4'093                  | 5'149                     | 5'721               | 6'293                     | 6'550                  |
| 54     | 4'093                  | 5'160                     | 5'734               | 6'307                     | 6'550                  |
| 55     | 4'093                  | 5'172                     | 5'747               | 6'322                     | 6'550                  |
| 56     | 4'093                  | 5'184                     | 5'760               | 6'336                     | 6'550                  |
| 57     | 4'093                  | 5'196                     | 5'774               | 6'351                     | 6'550                  |
| 58     | 4'093                  | 5'208                     | 5'787               | 6'365                     | 6'550                  |
| 59     | 4'093                  | 5'220                     | 5'800               | 6'380                     | 6'550                  |
| ab 60  | 4'093                  | 5'232                     | 5'813               | 6'395                     | 6'550                  |

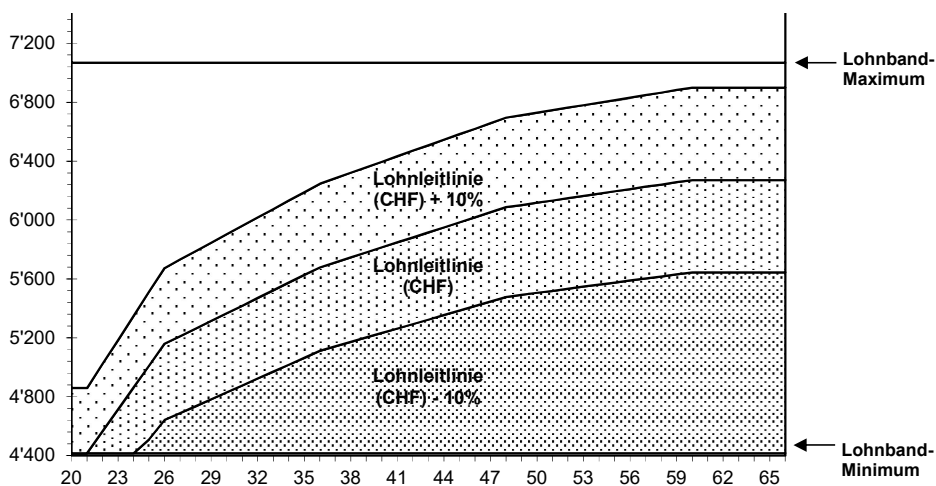


# Lohnband 4 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 4'417                  |                           | 4'417               | 4'858                     | 7'067                  |
| 21     | 4'417                  |                           | 4'417               | 4'858                     | 7'067                  |
| 22     | 4'417                  |                           | 4'565               | 5'022                     | 7'067                  |
| 23     | 4'417                  |                           | 4'714               | 5'185                     | 7'067                  |
| 24     | 4'417                  |                           | 4'862               | 5'348                     | 7'067                  |
| 25     | 4'417                  | 4'509                     | 5'010               | 5'511                     | 7'067                  |
| 26     | 4'417                  | 4'643                     | 5'159               | 5'675                     | 7'067                  |
| 27     | 4'417                  | 4'690                     | 5'211               | 5'732                     | 7'067                  |
| 28     | 4'417                  | 4'736                     | 5'263               | 5'789                     | 7'067                  |
| 29     | 4'417                  | 4'783                     | 5'315               | 5'846                     | 7'067                  |
| 30     | 4'417                  | 4'830                     | 5'367               | 5'903                     | 7'067                  |
| 31     | 4'417                  | 4'877                     | 5'418               | 5'960                     | 7'067                  |
| 32     | 4'417                  | 4'923                     | 5'470               | 6'017                     | 7'067                  |
| 33     | 4'417                  | 4'970                     | 5'522               | 6'075                     | 7'067                  |
| 34     | 4'417                  | 5'017                     | 5'574               | 6'132                     | 7'067                  |
| 35     | 4'417                  | 5'064                     | 5'626               | 6'189                     | 7'067                  |
| 36     | 4'417                  | 5'110                     | 5'678               | 6'246                     | 7'067                  |
| 37     | 4'417                  | 5'141                     | 5'712               | 6'283                     | 7'067                  |
| 38     | 4'417                  | 5'172                     | 5'746               | 6'321                     | 7'067                  |
| 39     | 4'417                  | 5'202                     | 5'780               | 6'358                     | 7'067                  |
| 40     | 4'417                  | 5'233                     | 5'814               | 6'396                     | 7'067                  |
| 41     | 4'417                  | 5'263                     | 5'848               | 6'433                     | 7'067                  |
| 42     | 4'417                  | 5'294                     | 5'882               | 6'470                     | 7'067                  |
| 43     | 4'417                  | 5'325                     | 5'916               | 6'508                     | 7'067                  |
| 44     | 4'417                  | 5'355                     | 5'950               | 6'545                     | 7'067                  |
| 45     | 4'417                  | 5'386                     | 5'984               | 6'583                     | 7'067                  |
| 46     | 4'417                  | 5'416                     | 6'018               | 6'620                     | 7'067                  |
| 47     | 4'417                  | 5'447                     | 6'052               | 6'657                     | 7'067                  |
| 48     | 4'417                  | 5'478                     | 6'086               | 6'695                     | 7'067                  |
| 49     | 4'417                  | 5'492                     | 6'102               | 6'712                     | 7'067                  |
| 50     | 4'417                  | 5'505                     | 6'117               | 6'729                     | 7'067                  |
| 51     | 4'417                  | 5'519                     | 6'133               | 6'746                     | 7'067                  |
| 52     | 4'417                  | 5'533                     | 6'148               | 6'763                     | 7'067                  |
| 53     | 4'417                  | 5'547                     | 6'164               | 6'780                     | 7'067                  |
| 54     | 4'417                  | 5'561                     | 6'179               | 6'797                     | 7'067                  |
| 55     | 4'417                  | 5'575                     | 6'194               | 6'814                     | 7'067                  |
| 56     | 4'417                  | 5'589                     | 6'210               | 6'831                     | 7'067                  |
| 57     | 4'417                  | 5'603                     | 6'225               | 6'848                     | 7'067                  |
| 58     | 4'417                  | 5'617                     | 6'241               | 6'865                     | 7'067                  |
| 59     | 4'417                  | 5'631                     | 6'256               | 6'882                     | 7'067                  |
| ab 60  | 4'417                  | 5'645                     | 6'272               | 6'899                     | 7'067                  |

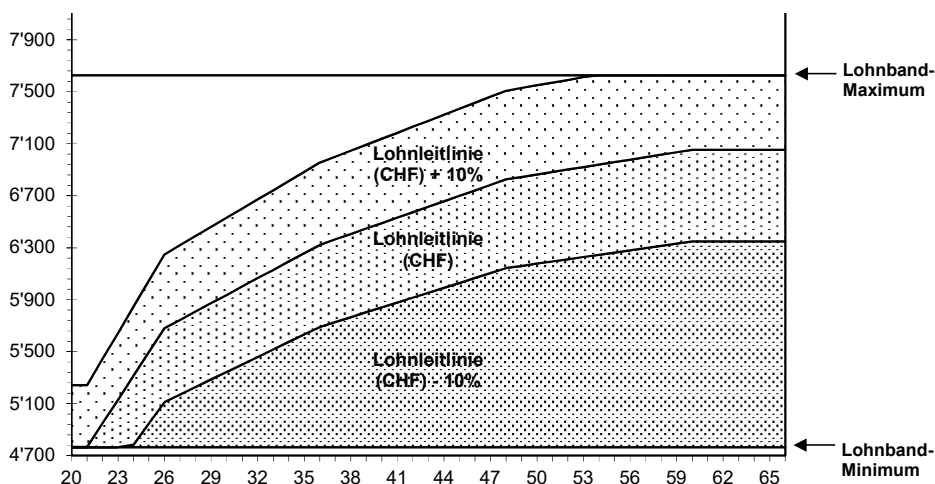


# Lohnband 5 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 4'766                  |                           | 4'766               | 5'243                     | 7'627                  |
| 21     | 4'766                  |                           | 4'766               | 5'243                     | 7'627                  |
| 22     | 4'766                  |                           | 4'949               | 5'444                     | 7'627                  |
| 23     | 4'766                  |                           | 5'132               | 5'646                     | 7'627                  |
| 24     | 4'766                  | 4'784                     | 5'315               | 5'847                     | 7'627                  |
| 25     | 4'766                  | 4'949                     | 5'499               | 6'048                     | 7'627                  |
| 26     | 4'766                  | 5'113                     | 5'682               | 6'250                     | 7'627                  |
| 27     | 4'766                  | 5'171                     | 5'746               | 6'320                     | 7'627                  |
| 28     | 4'766                  | 5'229                     | 5'810               | 6'391                     | 7'627                  |
| 29     | 4'766                  | 5'286                     | 5'874               | 6'461                     | 7'627                  |
| 30     | 4'766                  | 5'344                     | 5'938               | 6'532                     | 7'627                  |
| 31     | 4'766                  | 5'402                     | 6'002               | 6'602                     | 7'627                  |
| 32     | 4'766                  | 5'459                     | 6'066               | 6'673                     | 7'627                  |
| 33     | 4'766                  | 5'517                     | 6'130               | 6'743                     | 7'627                  |
| 34     | 4'766                  | 5'575                     | 6'194               | 6'814                     | 7'627                  |
| 35     | 4'766                  | 5'632                     | 6'258               | 6'884                     | 7'627                  |
| 36     | 4'766                  | 5'690                     | 6'322               | 6'955                     | 7'627                  |
| 37     | 4'766                  | 5'728                     | 6'364               | 7'001                     | 7'627                  |
| 38     | 4'766                  | 5'766                     | 6'406               | 7'047                     | 7'627                  |
| 39     | 4'766                  | 5'803                     | 6'448               | 7'093                     | 7'627                  |
| 40     | 4'766                  | 5'841                     | 6'490               | 7'139                     | 7'627                  |
| 41     | 4'766                  | 5'879                     | 6'532               | 7'185                     | 7'627                  |
| 42     | 4'766                  | 5'917                     | 6'574               | 7'231                     | 7'627                  |
| 43     | 4'766                  | 5'954                     | 6'616               | 7'278                     | 7'627                  |
| 44     | 4'766                  | 5'992                     | 6'658               | 7'324                     | 7'627                  |
| 45     | 4'766                  | 6'030                     | 6'700               | 7'370                     | 7'627                  |
| 46     | 4'766                  | 6'068                     | 6'742               | 7'416                     | 7'627                  |
| 47     | 4'766                  | 6'105                     | 6'784               | 7'462                     | 7'627                  |
| 48     | 4'766                  | 6'143                     | 6'826               | 7'508                     | 7'627                  |
| 49     | 4'766                  | 6'160                     | 6'845               | 7'529                     | 7'627                  |
| 50     | 4'766                  | 6'177                     | 6'864               | 7'550                     | 7'627                  |
| 51     | 4'766                  | 6'195                     | 6'883               | 7'571                     | 7'627                  |
| 52     | 4'766                  | 6'212                     | 6'902               | 7'592                     | 7'627                  |
| 53     | 4'766                  | 6'229                     | 6'921               | 7'613                     | 7'627                  |
| 54     | 4'766                  | 6'246                     | 6'940               | 7'627                     | 7'627                  |
| 55     | 4'766                  | 6'263                     | 6'959               | 7'627                     | 7'627                  |
| 56     | 4'766                  | 6'280                     | 6'978               | 7'627                     | 7'627                  |
| 57     | 4'766                  | 6'298                     | 6'997               | 7'627                     | 7'627                  |
| 58     | 4'766                  | 6'315                     | 7'016               | 7'627                     | 7'627                  |
| 59     | 4'766                  | 6'332                     | 7'035               | 7'627                     | 7'627                  |
| ab 60  | 4'766                  | 6'349                     | 7'054               | 7'627                     | 7'627                  |

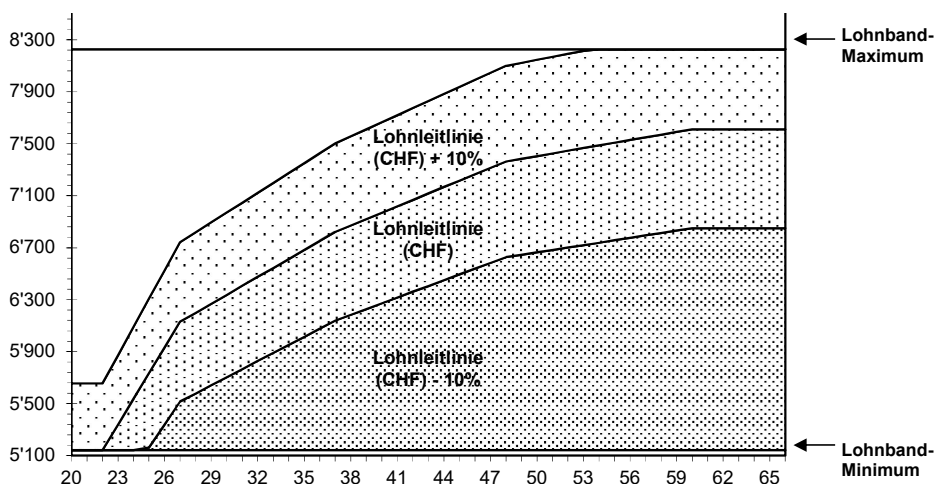


# Lohnband 6 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 5'142                  |                           | 5'142               | 5'656                     | 8'228                  |
| 21     | 5'142                  |                           | 5'142               | 5'656                     | 8'228                  |
| 22     | 5'142                  |                           | 5'142               | 5'656                     | 8'228                  |
| 23     | 5'142                  |                           | 5'340               | 5'874                     | 8'228                  |
| 24     | 5'142                  |                           | 5'537               | 6'091                     | 8'228                  |
| 25     | 5'142                  | 5'161                     | 5'735               | 6'308                     | 8'228                  |
| 26     | 5'142                  | 5'339                     | 5'932               | 6'525                     | 8'228                  |
| 27     | 5'142                  | 5'517                     | 6'130               | 6'743                     | 8'228                  |
| 28     | 5'142                  | 5'579                     | 6'199               | 6'819                     | 8'228                  |
| 29     | 5'142                  | 5'641                     | 6'268               | 6'895                     | 8'228                  |
| 30     | 5'142                  | 5'703                     | 6'337               | 6'971                     | 8'228                  |
| 31     | 5'142                  | 5'766                     | 6'406               | 7'047                     | 8'228                  |
| 32     | 5'142                  | 5'828                     | 6'475               | 7'123                     | 8'228                  |
| 33     | 5'142                  | 5'890                     | 6'544               | 7'199                     | 8'228                  |
| 34     | 5'142                  | 5'952                     | 6'614               | 7'275                     | 8'228                  |
| 35     | 5'142                  | 6'014                     | 6'683               | 7'351                     | 8'228                  |
| 36     | 5'142                  | 6'077                     | 6'752               | 7'427                     | 8'228                  |
| 37     | 5'142                  | 6'139                     | 6'821               | 7'503                     | 8'228                  |
| 38     | 5'142                  | 6'183                     | 6'870               | 7'557                     | 8'228                  |
| 39     | 5'142                  | 6'228                     | 6'920               | 7'612                     | 8'228                  |
| 40     | 5'142                  | 6'272                     | 6'969               | 7'666                     | 8'228                  |
| 41     | 5'142                  | 6'317                     | 7'019               | 7'720                     | 8'228                  |
| 42     | 5'142                  | 6'361                     | 7'068               | 7'775                     | 8'228                  |
| 43     | 5'142                  | 6'406                     | 7'117               | 7'829                     | 8'228                  |
| 44     | 5'142                  | 6'450                     | 7'167               | 7'883                     | 8'228                  |
| 45     | 5'142                  | 6'494                     | 7'216               | 7'938                     | 8'228                  |
| 46     | 5'142                  | 6'539                     | 7'265               | 7'992                     | 8'228                  |
| 47     | 5'142                  | 6'583                     | 7'315               | 8'046                     | 8'228                  |
| 48     | 5'142                  | 6'628                     | 7'364               | 8'101                     | 8'228                  |
| 49     | 5'142                  | 6'646                     | 7'385               | 8'123                     | 8'228                  |
| 50     | 5'142                  | 6'665                     | 7'405               | 8'146                     | 8'228                  |
| 51     | 5'142                  | 6'683                     | 7'426               | 8'169                     | 8'228                  |
| 52     | 5'142                  | 6'702                     | 7'447               | 8'191                     | 8'228                  |
| 53     | 5'142                  | 6'720                     | 7'467               | 8'214                     | 8'228                  |
| 54     | 5'142                  | 6'739                     | 7'488               | 8'228                     | 8'228                  |
| 55     | 5'142                  | 6'757                     | 7'508               | 8'228                     | 8'228                  |
| 56     | 5'142                  | 6'776                     | 7'529               | 8'228                     | 8'228                  |
| 57     | 5'142                  | 6'794                     | 7'549               | 8'228                     | 8'228                  |
| 58     | 5'142                  | 6'813                     | 7'570               | 8'228                     | 8'228                  |
| 59     | 5'142                  | 6'831                     | 7'590               | 8'228                     | 8'228                  |
| ab 60  | 5'142                  | 6'850                     | 7'611               | 8'228                     | 8'228                  |

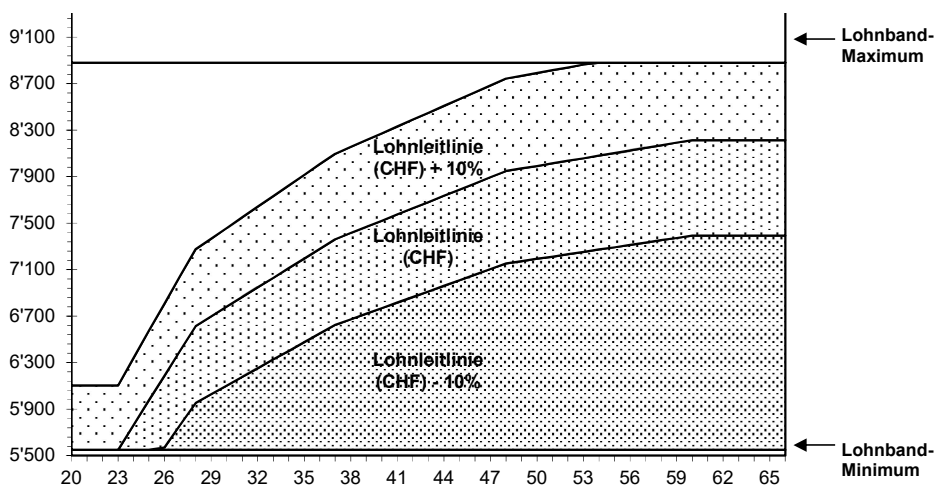


# Lohnband 7 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 5'550                  |                           | 5'550               | 6'105                     | 8'880                  |
| 21     | 5'550                  |                           | 5'550               | 6'105                     | 8'880                  |
| 22     | 5'550                  |                           | 5'550               | 6'105                     | 8'880                  |
| 23     | 5'550                  |                           | 5'550               | 6'105                     | 8'880                  |
| 24     | 5'550                  |                           | 5'763               | 6'339                     | 8'880                  |
| 25     | 5'550                  |                           | 5'976               | 6'573                     | 8'880                  |
| 26     | 5'550                  | 5'570                     | 6'189               | 6'808                     | 8'880                  |
| 27     | 5'550                  | 5'762                     | 6'402               | 7'042                     | 8'880                  |
| 28     | 5'550                  | 5'954                     | 6'615               | 7'277                     | 8'880                  |
| 29     | 5'550                  | 6'028                     | 6'698               | 7'368                     | 8'880                  |
| 30     | 5'550                  | 6'103                     | 6'781               | 7'459                     | 8'880                  |
| 31     | 5'550                  | 6'178                     | 6'864               | 7'550                     | 8'880                  |
| 32     | 5'550                  | 6'252                     | 6'947               | 7'641                     | 8'880                  |
| 33     | 5'550                  | 6'327                     | 7'030               | 7'733                     | 8'880                  |
| 34     | 5'550                  | 6'401                     | 7'113               | 7'824                     | 8'880                  |
| 35     | 5'550                  | 6'476                     | 7'195               | 7'915                     | 8'880                  |
| 36     | 5'550                  | 6'550                     | 7'278               | 8'006                     | 8'880                  |
| 37     | 5'550                  | 6'625                     | 7'361               | 8'097                     | 8'880                  |
| 38     | 5'550                  | 6'673                     | 7'414               | 8'156                     | 8'880                  |
| 39     | 5'550                  | 6'721                     | 7'468               | 8'215                     | 8'880                  |
| 40     | 5'550                  | 6'769                     | 7'521               | 8'273                     | 8'880                  |
| 41     | 5'550                  | 6'817                     | 7'574               | 8'332                     | 8'880                  |
| 42     | 5'550                  | 6'865                     | 7'628               | 8'390                     | 8'880                  |
| 43     | 5'550                  | 6'913                     | 7'681               | 8'449                     | 8'880                  |
| 44     | 5'550                  | 6'961                     | 7'734               | 8'508                     | 8'880                  |
| 45     | 5'550                  | 7'009                     | 7'787               | 8'566                     | 8'880                  |
| 46     | 5'550                  | 7'057                     | 7'841               | 8'625                     | 8'880                  |
| 47     | 5'550                  | 7'105                     | 7'894               | 8'683                     | 8'880                  |
| 48     | 5'550                  | 7'153                     | 7'947               | 8'742                     | 8'880                  |
| 49     | 5'550                  | 7'173                     | 7'970               | 8'766                     | 8'880                  |
| 50     | 5'550                  | 7'193                     | 7'992               | 8'791                     | 8'880                  |
| 51     | 5'550                  | 7'213                     | 8'014               | 8'815                     | 8'880                  |
| 52     | 5'550                  | 7'232                     | 8'036               | 8'840                     | 8'880                  |
| 53     | 5'550                  | 7'252                     | 8'058               | 8'864                     | 8'880                  |
| 54     | 5'550                  | 7'272                     | 8'081               | 8'880                     | 8'880                  |
| 55     | 5'550                  | 7'292                     | 8'103               | 8'880                     | 8'880                  |
| 56     | 5'550                  | 7'312                     | 8'125               | 8'880                     | 8'880                  |
| 57     | 5'550                  | 7'332                     | 8'147               | 8'880                     | 8'880                  |
| 58     | 5'550                  | 7'352                     | 8'169               | 8'880                     | 8'880                  |
| 59     | 5'550                  | 7'372                     | 8'192               | 8'880                     | 8'880                  |
| ab 60  | 5'550                  | 7'392                     | 8'214               | 8'880                     | 8'880                  |

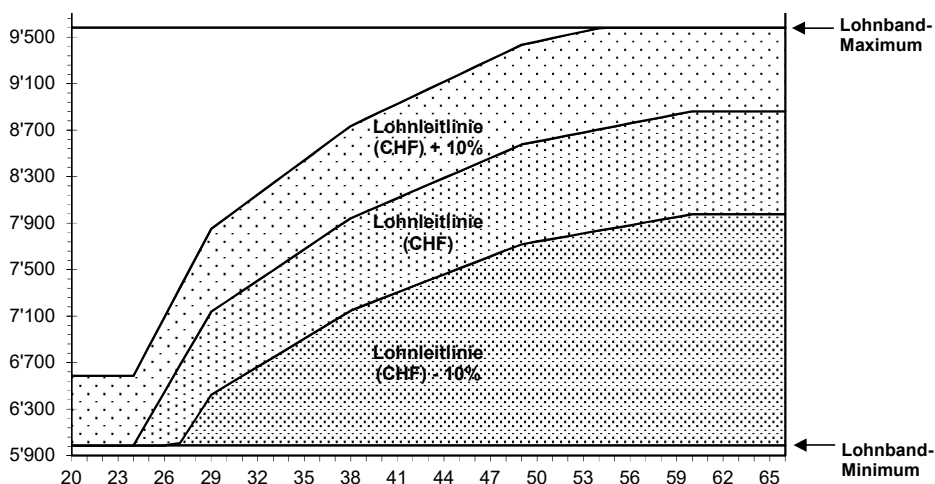


# Lohnband 8 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 5'989                  |                           | 5'989               | 6'587                     | 9'581                  |
| 21     | 5'989                  |                           | 5'989               | 6'587                     | 9'581                  |
| 22     | 5'989                  |                           | 5'989               | 6'587                     | 9'581                  |
| 23     | 5'989                  |                           | 5'989               | 6'587                     | 9'581                  |
| 24     | 5'989                  |                           | 5'989               | 6'587                     | 9'581                  |
| 25     | 5'989                  |                           | 6'218               | 6'840                     | 9'581                  |
| 26     | 5'989                  |                           | 6'448               | 7'093                     | 9'581                  |
| 27     | 5'989                  | 6'011                     | 6'678               | 7'346                     | 9'581                  |
| 28     | 5'989                  | 6'217                     | 6'908               | 7'599                     | 9'581                  |
| 29     | 5'989                  | 6'424                     | 7'138               | 7'852                     | 9'581                  |
| 30     | 5'989                  | 6'505                     | 7'228               | 7'950                     | 9'581                  |
| 31     | 5'989                  | 6'585                     | 7'317               | 8'049                     | 9'581                  |
| 32     | 5'989                  | 6'666                     | 7'406               | 8'147                     | 9'581                  |
| 33     | 5'989                  | 6'746                     | 7'496               | 8'245                     | 9'581                  |
| 34     | 5'989                  | 6'827                     | 7'585               | 8'344                     | 9'581                  |
| 35     | 5'989                  | 6'907                     | 7'675               | 8'442                     | 9'581                  |
| 36     | 5'989                  | 6'988                     | 7'764               | 8'541                     | 9'581                  |
| 37     | 5'989                  | 7'068                     | 7'854               | 8'639                     | 9'581                  |
| 38     | 5'989                  | 7'149                     | 7'943               | 8'737                     | 9'581                  |
| 39     | 5'989                  | 7'200                     | 8'000               | 8'801                     | 9'581                  |
| 40     | 5'989                  | 7'252                     | 8'058               | 8'864                     | 9'581                  |
| 41     | 5'989                  | 7'304                     | 8'115               | 8'927                     | 9'581                  |
| 42     | 5'989                  | 7'356                     | 8'173               | 8'990                     | 9'581                  |
| 43     | 5'989                  | 7'407                     | 8'230               | 9'053                     | 9'581                  |
| 44     | 5'989                  | 7'459                     | 8'288               | 9'117                     | 9'581                  |
| 45     | 5'989                  | 7'511                     | 8'345               | 9'180                     | 9'581                  |
| 46     | 5'989                  | 7'563                     | 8'403               | 9'243                     | 9'581                  |
| 47     | 5'989                  | 7'614                     | 8'460               | 9'306                     | 9'581                  |
| 48     | 5'989                  | 7'666                     | 8'518               | 9'370                     | 9'581                  |
| 49     | 5'989                  | 7'718                     | 8'575               | 9'433                     | 9'581                  |
| 50     | 5'989                  | 7'741                     | 8'601               | 9'462                     | 9'581                  |
| 51     | 5'989                  | 7'765                     | 8'628               | 9'490                     | 9'581                  |
| 52     | 5'989                  | 7'788                     | 8'654               | 9'519                     | 9'581                  |
| 53     | 5'989                  | 7'812                     | 8'680               | 9'548                     | 9'581                  |
| 54     | 5'989                  | 7'835                     | 8'706               | 9'577                     | 9'581                  |
| 55     | 5'989                  | 7'859                     | 8'732               | 9'581                     | 9'581                  |
| 56     | 5'989                  | 7'882                     | 8'758               | 9'581                     | 9'581                  |
| 57     | 5'989                  | 7'906                     | 8'784               | 9'581                     | 9'581                  |
| 58     | 5'989                  | 7'929                     | 8'810               | 9'581                     | 9'581                  |
| 59     | 5'989                  | 7'953                     | 8'837               | 9'581                     | 9'581                  |
| ab 60  | 5'989                  | 7'976                     | 8'863               | 9'581                     | 9'581                  |

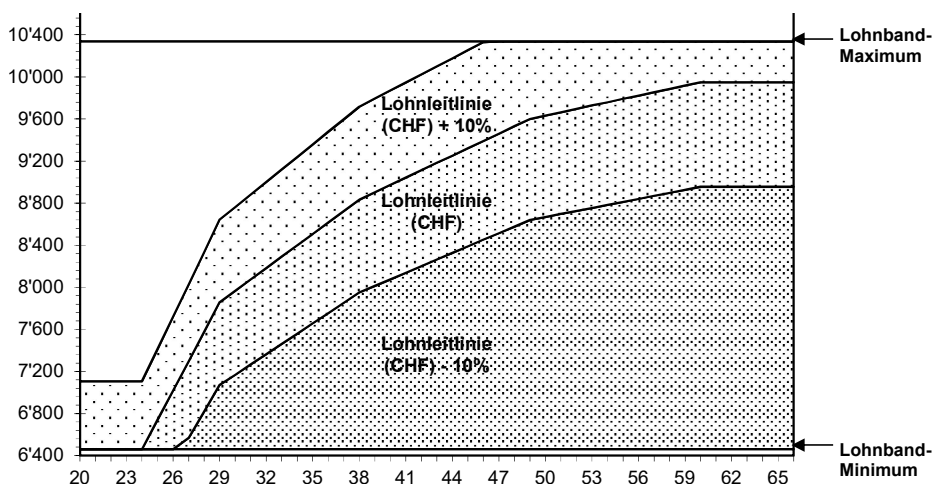


# Lohnband 9 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 6'461                  |                           | 6'461               | 7'107                     | 10'338                 |
| 21     | 6'461                  |                           | 6'461               | 7'107                     | 10'338                 |
| 22     | 6'461                  |                           | 6'461               | 7'107                     | 10'338                 |
| 23     | 6'461                  |                           | 6'461               | 7'107                     | 10'338                 |
| 24     | 6'461                  |                           | 6'461               | 7'107                     | 10'338                 |
| 25     | 6'461                  |                           | 6'740               | 7'414                     | 10'338                 |
| 26     | 6'461                  |                           | 7'019               | 7'721                     | 10'338                 |
| 27     | 6'461                  | 6'569                     | 7'298               | 8'028                     | 10'338                 |
| 28     | 6'461                  | 6'820                     | 7'578               | 8'335                     | 10'338                 |
| 29     | 6'461                  | 7'071                     | 7'857               | 8'642                     | 10'338                 |
| 30     | 6'461                  | 7'169                     | 7'965               | 8'762                     | 10'338                 |
| 31     | 6'461                  | 7'266                     | 8'074               | 8'881                     | 10'338                 |
| 32     | 6'461                  | 7'364                     | 8'182               | 9'001                     | 10'338                 |
| 33     | 6'461                  | 7'462                     | 8'291               | 9'120                     | 10'338                 |
| 34     | 6'461                  | 7'560                     | 8'399               | 9'239                     | 10'338                 |
| 35     | 6'461                  | 7'657                     | 8'508               | 9'359                     | 10'338                 |
| 36     | 6'461                  | 7'755                     | 8'616               | 9'478                     | 10'338                 |
| 37     | 6'461                  | 7'853                     | 8'725               | 9'598                     | 10'338                 |
| 38     | 6'461                  | 7'950                     | 8'834               | 9'717                     | 10'338                 |
| 39     | 6'461                  | 8'013                     | 8'903               | 9'794                     | 10'338                 |
| 40     | 6'461                  | 8'076                     | 8'973               | 9'870                     | 10'338                 |
| 41     | 6'461                  | 8'139                     | 9'043               | 9'947                     | 10'338                 |
| 42     | 6'461                  | 8'201                     | 9'113               | 10'024                    | 10'338                 |
| 43     | 6'461                  | 8'264                     | 9'183               | 10'101                    | 10'338                 |
| 44     | 6'461                  | 8'327                     | 9'252               | 10'178                    | 10'338                 |
| 45     | 6'461                  | 8'390                     | 9'322               | 10'254                    | 10'338                 |
| 46     | 6'461                  | 8'453                     | 9'392               | 10'331                    | 10'338                 |
| 47     | 6'461                  | 8'515                     | 9'462               | 10'338                    | 10'338                 |
| 48     | 6'461                  | 8'578                     | 9'531               | 10'338                    | 10'338                 |
| 49     | 6'461                  | 8'641                     | 9'601               | 10'338                    | 10'338                 |
| 50     | 6'461                  | 8'670                     | 9'633               | 10'338                    | 10'338                 |
| 51     | 6'461                  | 8'698                     | 9'665               | 10'338                    | 10'338                 |
| 52     | 6'461                  | 8'727                     | 9'696               | 10'338                    | 10'338                 |
| 53     | 6'461                  | 8'755                     | 9'728               | 10'338                    | 10'338                 |
| 54     | 6'461                  | 8'784                     | 9'760               | 10'338                    | 10'338                 |
| 55     | 6'461                  | 8'812                     | 9'792               | 10'338                    | 10'338                 |
| 56     | 6'461                  | 8'841                     | 9'823               | 10'338                    | 10'338                 |
| 57     | 6'461                  | 8'869                     | 9'855               | 10'338                    | 10'338                 |
| 58     | 6'461                  | 8'898                     | 9'887               | 10'338                    | 10'338                 |
| 59     | 6'461                  | 8'927                     | 9'918               | 10'338                    | 10'338                 |
| ab 60  | 6'461                  | 8'955                     | 9'950               | 10'338                    | 10'338                 |

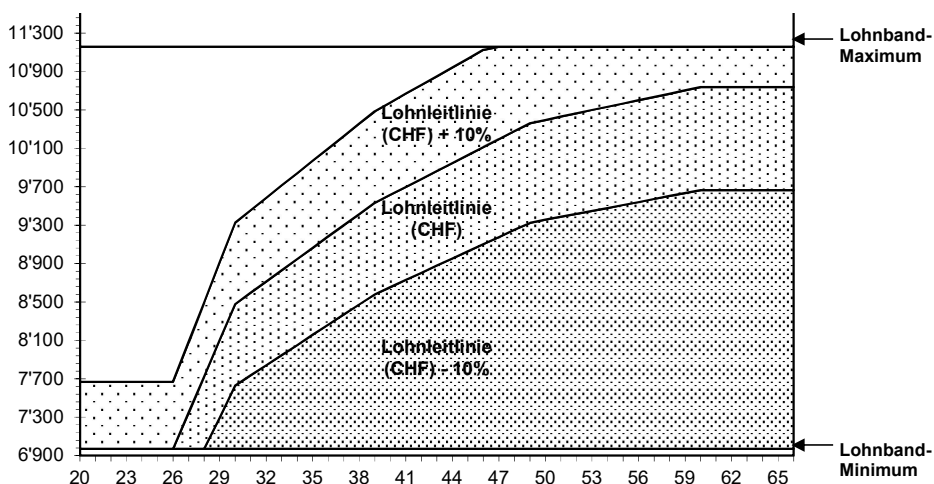


# Lohnband 10 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 21     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 22     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 23     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 24     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 25     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 26     | 6'972                  |                           | 6'972               | 7'669                     | 11'156                 |
| 27     | 6'972                  |                           | 7'349               | 8'083                     | 11'156                 |
| 28     | 6'972                  |                           | 7'725               | 8'498                     | 11'156                 |
| 29     | 6'972                  | 7'292                     | 8'102               | 8'912                     | 11'156                 |
| 30     | 6'972                  | 7'630                     | 8'478               | 9'326                     | 11'156                 |
| 31     | 6'972                  | 7'736                     | 8'595               | 9'455                     | 11'156                 |
| 32     | 6'972                  | 7'841                     | 8'713               | 9'584                     | 11'156                 |
| 33     | 6'972                  | 7'947                     | 8'830               | 9'713                     | 11'156                 |
| 34     | 6'972                  | 8'052                     | 8'947               | 9'842                     | 11'156                 |
| 35     | 6'972                  | 8'158                     | 9'064               | 9'970                     | 11'156                 |
| 36     | 6'972                  | 8'263                     | 9'181               | 10'099                    | 11'156                 |
| 37     | 6'972                  | 8'368                     | 9'298               | 10'228                    | 11'156                 |
| 38     | 6'972                  | 8'474                     | 9'415               | 10'357                    | 11'156                 |
| 39     | 6'972                  | 8'579                     | 9'533               | 10'486                    | 11'156                 |
| 40     | 6'972                  | 8'654                     | 9'615               | 10'577                    | 11'156                 |
| 41     | 6'972                  | 8'728                     | 9'698               | 10'668                    | 11'156                 |
| 42     | 6'972                  | 8'803                     | 9'781               | 10'759                    | 11'156                 |
| 43     | 6'972                  | 8'878                     | 9'864               | 10'850                    | 11'156                 |
| 44     | 6'972                  | 8'952                     | 9'947               | 10'941                    | 11'156                 |
| 45     | 6'972                  | 9'027                     | 10'030              | 11'033                    | 11'156                 |
| 46     | 6'972                  | 9'101                     | 10'112              | 11'124                    | 11'156                 |
| 47     | 6'972                  | 9'176                     | 10'195              | 11'156                    | 11'156                 |
| 48     | 6'972                  | 9'250                     | 10'278              | 11'156                    | 11'156                 |
| 49     | 6'972                  | 9'325                     | 10'361              | 11'156                    | 11'156                 |
| 50     | 6'972                  | 9'356                     | 10'395              | 11'156                    | 11'156                 |
| 51     | 6'972                  | 9'387                     | 10'429              | 11'156                    | 11'156                 |
| 52     | 6'972                  | 9'417                     | 10'464              | 11'156                    | 11'156                 |
| 53     | 6'972                  | 9'448                     | 10'498              | 11'156                    | 11'156                 |
| 54     | 6'972                  | 9'479                     | 10'532              | 11'156                    | 11'156                 |
| 55     | 6'972                  | 9'510                     | 10'566              | 11'156                    | 11'156                 |
| 56     | 6'972                  | 9'541                     | 10'601              | 11'156                    | 11'156                 |
| 57     | 6'972                  | 9'571                     | 10'635              | 11'156                    | 11'156                 |
| 58     | 6'972                  | 9'602                     | 10'669              | 11'156                    | 11'156                 |
| 59     | 6'972                  | 9'633                     | 10'703              | 11'156                    | 11'156                 |
| ab 60  | 6'972                  | 9'664                     | 10'738              | 11'156                    | 11'156                 |

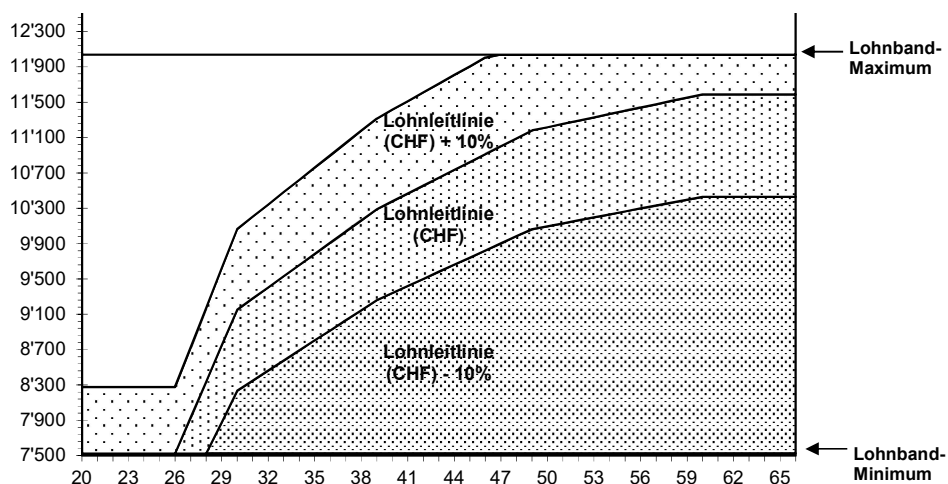


# Lohnband 11 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 21     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 22     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 23     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 24     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 25     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 26     | 7'525                  |                           | 7'525               | 8'277                     | 12'039                 |
| 27     | 7'525                  |                           | 7'931               | 8'724                     | 12'039                 |
| 28     | 7'525                  |                           | 8'337               | 9'171                     | 12'039                 |
| 29     | 7'525                  | 7'869                     | 8'744               | 9'618                     | 12'039                 |
| 30     | 7'525                  | 8'235                     | 9'150               | 10'065                    | 12'039                 |
| 31     | 7'525                  | 8'349                     | 9'276               | 10'204                    | 12'039                 |
| 32     | 7'525                  | 8'462                     | 9'403               | 10'343                    | 12'039                 |
| 33     | 7'525                  | 8'576                     | 9'529               | 10'482                    | 12'039                 |
| 34     | 7'525                  | 8'690                     | 9'655               | 10'621                    | 12'039                 |
| 35     | 7'525                  | 8'804                     | 9'782               | 10'760                    | 12'039                 |
| 36     | 7'525                  | 8'917                     | 9'908               | 10'899                    | 12'039                 |
| 37     | 7'525                  | 9'031                     | 10'035              | 11'038                    | 12'039                 |
| 38     | 7'525                  | 9'145                     | 10'161              | 11'177                    | 12'039                 |
| 39     | 7'525                  | 9'259                     | 10'288              | 11'316                    | 12'039                 |
| 40     | 7'525                  | 9'339                     | 10'377              | 11'415                    | 12'039                 |
| 41     | 7'525                  | 9'420                     | 10'466              | 11'513                    | 12'039                 |
| 42     | 7'525                  | 9'500                     | 10'556              | 11'611                    | 12'039                 |
| 43     | 7'525                  | 9'581                     | 10'645              | 11'710                    | 12'039                 |
| 44     | 7'525                  | 9'661                     | 10'734              | 11'808                    | 12'039                 |
| 45     | 7'525                  | 9'741                     | 10'824              | 11'906                    | 12'039                 |
| 46     | 7'525                  | 9'822                     | 10'913              | 12'004                    | 12'039                 |
| 47     | 7'525                  | 9'902                     | 11'003              | 12'039                    | 12'039                 |
| 48     | 7'525                  | 9'983                     | 11'092              | 12'039                    | 12'039                 |
| 49     | 7'525                  | 10'063                    | 11'181              | 12'039                    | 12'039                 |
| 50     | 7'525                  | 10'096                    | 11'218              | 12'039                    | 12'039                 |
| 51     | 7'525                  | 10'130                    | 11'255              | 12'039                    | 12'039                 |
| 52     | 7'525                  | 10'163                    | 11'292              | 12'039                    | 12'039                 |
| 53     | 7'525                  | 10'196                    | 11'329              | 12'039                    | 12'039                 |
| 54     | 7'525                  | 10'229                    | 11'366              | 12'039                    | 12'039                 |
| 55     | 7'525                  | 10'263                    | 11'403              | 12'039                    | 12'039                 |
| 56     | 7'525                  | 10'296                    | 11'440              | 12'039                    | 12'039                 |
| 57     | 7'525                  | 10'329                    | 11'477              | 12'039                    | 12'039                 |
| 58     | 7'525                  | 10'362                    | 11'514              | 12'039                    | 12'039                 |
| 59     | 7'525                  | 10'396                    | 11'551              | 12'039                    | 12'039                 |
| ab 60  | 7'525                  | 10'429                    | 11'588              | 12'039                    | 12'039                 |

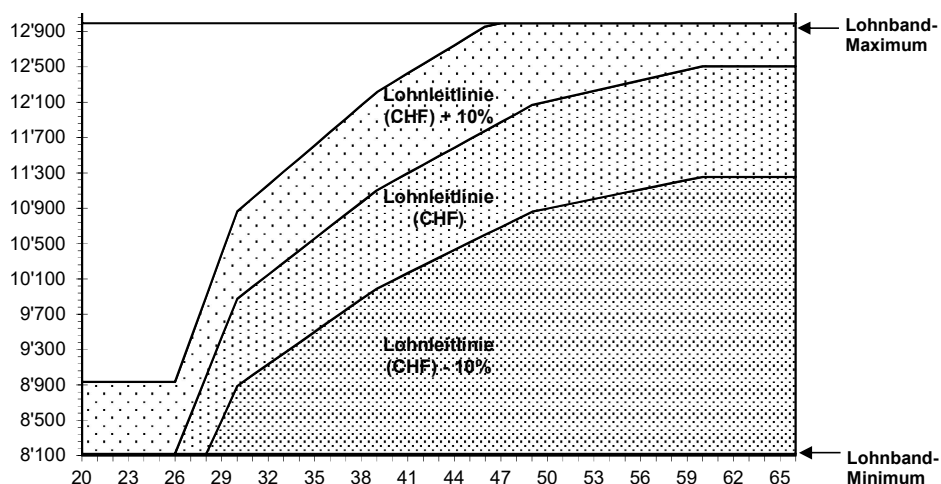


# Lohnband 12 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 21     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 22     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 23     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 24     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 25     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 26     | 8'121                  |                           | 8'121               | 8'933                     | 12'994                 |
| 27     | 8'121                  |                           | 8'560               | 9'416                     | 12'994                 |
| 28     | 8'121                  |                           | 8'998               | 9'898                     | 12'994                 |
| 29     | 8'121                  | 8'493                     | 9'437               | 10'381                    | 12'994                 |
| 30     | 8'121                  | 8'888                     | 9'875               | 10'863                    | 12'994                 |
| 31     | 8'121                  | 9'011                     | 10'012              | 11'013                    | 12'994                 |
| 32     | 8'121                  | 9'133                     | 10'148              | 11'163                    | 12'994                 |
| 33     | 8'121                  | 9'256                     | 10'285              | 11'313                    | 12'994                 |
| 34     | 8'121                  | 9'379                     | 10'421              | 11'463                    | 12'994                 |
| 35     | 8'121                  | 9'502                     | 10'558              | 11'613                    | 12'994                 |
| 36     | 8'121                  | 9'625                     | 10'694              | 11'763                    | 12'994                 |
| 37     | 8'121                  | 9'747                     | 10'830              | 11'914                    | 12'994                 |
| 38     | 8'121                  | 9'870                     | 10'967              | 12'064                    | 12'994                 |
| 39     | 8'121                  | 9'993                     | 11'103              | 12'214                    | 12'994                 |
| 40     | 8'121                  | 10'080                    | 11'200              | 12'320                    | 12'994                 |
| 41     | 8'121                  | 10'167                    | 11'296              | 12'426                    | 12'994                 |
| 42     | 8'121                  | 10'253                    | 11'393              | 12'532                    | 12'994                 |
| 43     | 8'121                  | 10'340                    | 11'489              | 12'638                    | 12'994                 |
| 44     | 8'121                  | 10'427                    | 11'586              | 12'744                    | 12'994                 |
| 45     | 8'121                  | 10'514                    | 11'682              | 12'850                    | 12'994                 |
| 46     | 8'121                  | 10'601                    | 11'779              | 12'957                    | 12'994                 |
| 47     | 8'121                  | 10'688                    | 11'875              | 12'994                    | 12'994                 |
| 48     | 8'121                  | 10'774                    | 11'972              | 12'994                    | 12'994                 |
| 49     | 8'121                  | 10'861                    | 12'068              | 12'994                    | 12'994                 |
| 50     | 8'121                  | 10'897                    | 12'108              | 12'994                    | 12'994                 |
| 51     | 8'121                  | 10'933                    | 12'148              | 12'994                    | 12'994                 |
| 52     | 8'121                  | 10'969                    | 12'188              | 12'994                    | 12'994                 |
| 53     | 8'121                  | 11'005                    | 12'228              | 12'994                    | 12'994                 |
| 54     | 8'121                  | 11'041                    | 12'267              | 12'994                    | 12'994                 |
| 55     | 8'121                  | 11'077                    | 12'307              | 12'994                    | 12'994                 |
| 56     | 8'121                  | 11'112                    | 12'347              | 12'994                    | 12'994                 |
| 57     | 8'121                  | 11'148                    | 12'387              | 12'994                    | 12'994                 |
| 58     | 8'121                  | 11'184                    | 12'427              | 12'994                    | 12'994                 |
| 59     | 8'121                  | 11'220                    | 12'467              | 12'994                    | 12'994                 |
| ab 60  | 8'121                  | 11'256                    | 12'507              | 12'994                    | 12'994                 |

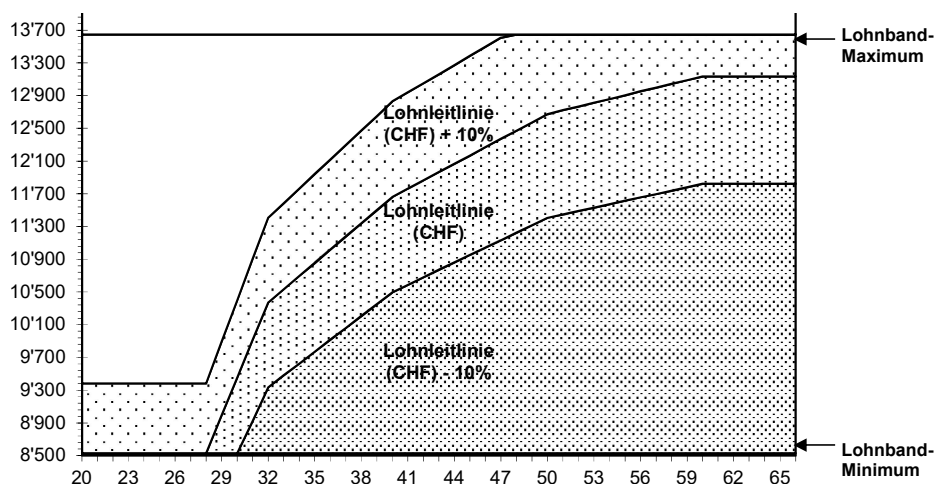


# Lohnband 13 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 21     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 22     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 23     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 24     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 25     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 26     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 27     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 28     | 8'530                  |                           | 8'530               | 9'383                     | 13'647                 |
| 29     | 8'530                  |                           | 8'990               | 9'889                     | 13'647                 |
| 30     | 8'530                  |                           | 9'451               | 10'396                    | 13'647                 |
| 31     | 8'530                  | 8'920                     | 9'911               | 10'902                    | 13'647                 |
| 32     | 8'530                  | 9'335                     | 10'372              | 11'409                    | 13'647                 |
| 33     | 8'530                  | 9'480                     | 10'533              | 11'586                    | 13'647                 |
| 34     | 8'530                  | 9'625                     | 10'694              | 11'764                    | 13'647                 |
| 35     | 8'530                  | 9'770                     | 10'855              | 11'941                    | 13'647                 |
| 36     | 8'530                  | 9'915                     | 11'017              | 12'118                    | 13'647                 |
| 37     | 8'530                  | 10'060                    | 11'178              | 12'296                    | 13'647                 |
| 38     | 8'530                  | 10'205                    | 11'339              | 12'473                    | 13'647                 |
| 39     | 8'530                  | 10'350                    | 11'500              | 12'650                    | 13'647                 |
| 40     | 8'530                  | 10'495                    | 11'661              | 12'828                    | 13'647                 |
| 41     | 8'530                  | 10'586                    | 11'763              | 12'939                    | 13'647                 |
| 42     | 8'530                  | 10'678                    | 11'864              | 13'050                    | 13'647                 |
| 43     | 8'530                  | 10'769                    | 11'965              | 13'162                    | 13'647                 |
| 44     | 8'530                  | 10'860                    | 12'067              | 13'273                    | 13'647                 |
| 45     | 8'530                  | 10'951                    | 12'168              | 13'385                    | 13'647                 |
| 46     | 8'530                  | 11'043                    | 12'269              | 13'496                    | 13'647                 |
| 47     | 8'530                  | 11'134                    | 12'371              | 13'608                    | 13'647                 |
| 48     | 8'530                  | 11'225                    | 12'472              | 13'647                    | 13'647                 |
| 49     | 8'530                  | 11'316                    | 12'573              | 13'647                    | 13'647                 |
| 50     | 8'530                  | 11'407                    | 12'675              | 13'647                    | 13'647                 |
| 51     | 8'530                  | 11'449                    | 12'721              | 13'647                    | 13'647                 |
| 52     | 8'530                  | 11'490                    | 12'767              | 13'647                    | 13'647                 |
| 53     | 8'530                  | 11'532                    | 12'813              | 13'647                    | 13'647                 |
| 54     | 8'530                  | 11'573                    | 12'859              | 13'647                    | 13'647                 |
| 55     | 8'530                  | 11'615                    | 12'905              | 13'647                    | 13'647                 |
| 56     | 8'530                  | 11'656                    | 12'951              | 13'647                    | 13'647                 |
| 57     | 8'530                  | 11'697                    | 12'997              | 13'647                    | 13'647                 |
| 58     | 8'530                  | 11'739                    | 13'043              | 13'647                    | 13'647                 |
| 59     | 8'530                  | 11'780                    | 13'089              | 13'647                    | 13'647                 |
| ab 60  | 8'530                  | 11'822                    | 13'135              | 13'647                    | 13'647                 |

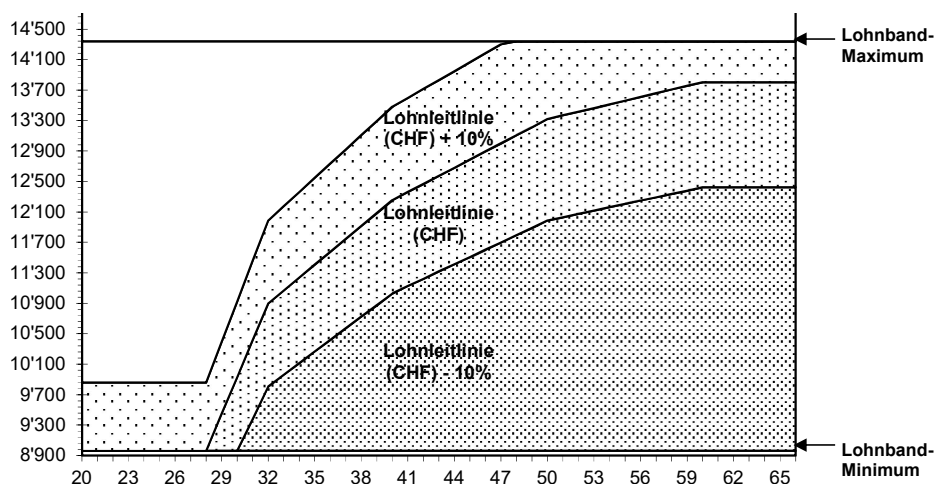


# Lohnband 14 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 21     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 22     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 23     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 24     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 25     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 26     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 27     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 28     | 8'963                  |                           | 8'962               | 9'859                     | 14'340                 |
| 29     | 8'963                  |                           | 9'446               | 10'391                    | 14'340                 |
| 30     | 8'963                  |                           | 9'930               | 10'924                    | 14'340                 |
| 31     | 8'963                  | 9'373                     | 10'414              | 11'456                    | 14'340                 |
| 32     | 8'963                  | 9'809                     | 10'898              | 11'988                    | 14'340                 |
| 33     | 8'963                  | 9'961                     | 11'068              | 12'175                    | 14'340                 |
| 34     | 8'963                  | 10'114                    | 11'237              | 12'361                    | 14'340                 |
| 35     | 8'963                  | 10'266                    | 11'407              | 12'547                    | 14'340                 |
| 36     | 8'963                  | 10'418                    | 11'576              | 12'734                    | 14'340                 |
| 37     | 8'963                  | 10'571                    | 11'745              | 12'920                    | 14'340                 |
| 38     | 8'963                  | 10'723                    | 11'915              | 13'106                    | 14'340                 |
| 39     | 8'963                  | 10'876                    | 12'084              | 13'293                    | 14'340                 |
| 40     | 8'963                  | 11'028                    | 12'254              | 13'479                    | 14'340                 |
| 41     | 8'963                  | 11'124                    | 12'360              | 13'596                    | 14'340                 |
| 42     | 8'963                  | 11'220                    | 12'467              | 13'713                    | 14'340                 |
| 43     | 8'963                  | 11'316                    | 12'573              | 13'830                    | 14'340                 |
| 44     | 8'963                  | 11'412                    | 12'680              | 13'947                    | 14'340                 |
| 45     | 8'963                  | 11'507                    | 12'786              | 14'065                    | 14'340                 |
| 46     | 8'963                  | 11'603                    | 12'892              | 14'182                    | 14'340                 |
| 47     | 8'963                  | 11'699                    | 12'999              | 14'299                    | 14'340                 |
| 48     | 8'963                  | 11'795                    | 13'105              | 14'340                    | 14'340                 |
| 49     | 8'963                  | 11'891                    | 13'212              | 14'340                    | 14'340                 |
| 50     | 8'963                  | 11'987                    | 13'318              | 14'340                    | 14'340                 |
| 51     | 8'963                  | 12'030                    | 13'367              | 14'340                    | 14'340                 |
| 52     | 8'963                  | 12'074                    | 13'415              | 14'340                    | 14'340                 |
| 53     | 8'963                  | 12'117                    | 13'464              | 14'340                    | 14'340                 |
| 54     | 8'963                  | 12'161                    | 13'512              | 14'340                    | 14'340                 |
| 55     | 8'963                  | 12'204                    | 13'560              | 14'340                    | 14'340                 |
| 56     | 8'963                  | 12'248                    | 13'609              | 14'340                    | 14'340                 |
| 57     | 8'963                  | 12'292                    | 13'657              | 14'340                    | 14'340                 |
| 58     | 8'963                  | 12'335                    | 13'706              | 14'340                    | 14'340                 |
| 59     | 8'963                  | 12'379                    | 13'754              | 14'340                    | 14'340                 |
| ab 60  | 8'963                  | 12'422                    | 13'802              | 14'340                    | 14'340                 |

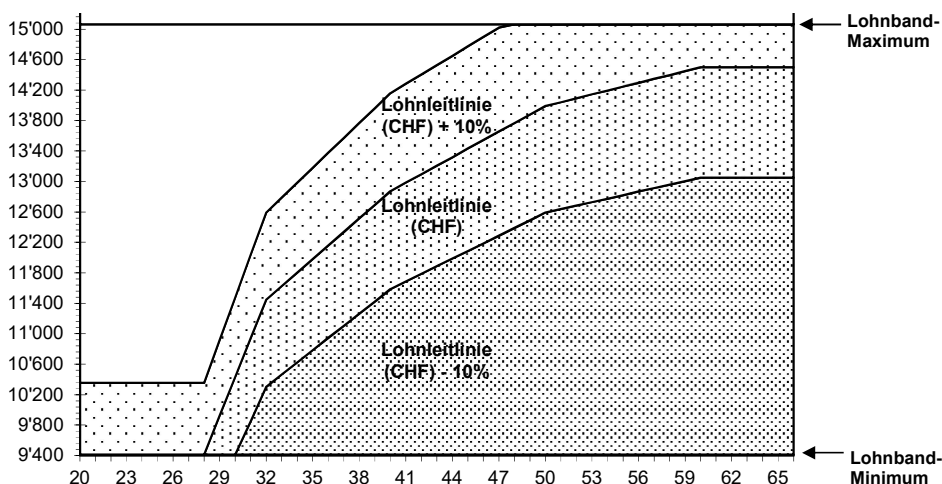


# Lohnband 15 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 21     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 22     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 23     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 24     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 25     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 26     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 27     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 28     | 9'414                  |                           | 9'415               | 10'356                    | 15'063                 |
| 29     | 9'414                  |                           | 9'923               | 10'915                    | 15'063                 |
| 30     | 9'414                  |                           | 10'431              | 11'475                    | 15'063                 |
| 31     | 9'414                  | 9'846                     | 10'940              | 12'034                    | 15'063                 |
| 32     | 9'414                  | 10'303                    | 11'448              | 12'593                    | 15'063                 |
| 33     | 9'414                  | 10'463                    | 11'626              | 12'789                    | 15'063                 |
| 34     | 9'414                  | 10'624                    | 11'804              | 12'984                    | 15'063                 |
| 35     | 9'414                  | 10'784                    | 11'982              | 13'180                    | 15'063                 |
| 36     | 9'414                  | 10'944                    | 12'160              | 13'376                    | 15'063                 |
| 37     | 9'414                  | 11'104                    | 12'338              | 13'572                    | 15'063                 |
| 38     | 9'414                  | 11'264                    | 12'516              | 13'767                    | 15'063                 |
| 39     | 9'414                  | 11'424                    | 12'694              | 13'963                    | 15'063                 |
| 40     | 9'414                  | 11'584                    | 12'872              | 14'159                    | 15'063                 |
| 41     | 9'414                  | 11'685                    | 12'984              | 14'282                    | 15'063                 |
| 42     | 9'414                  | 11'786                    | 13'095              | 14'405                    | 15'063                 |
| 43     | 9'414                  | 11'887                    | 13'207              | 14'528                    | 15'063                 |
| 44     | 9'414                  | 11'987                    | 13'319              | 14'651                    | 15'063                 |
| 45     | 9'414                  | 12'088                    | 13'431              | 14'774                    | 15'063                 |
| 46     | 9'414                  | 12'188                    | 13'543              | 14'897                    | 15'063                 |
| 47     | 9'414                  | 12'289                    | 13'655              | 15'020                    | 15'063                 |
| 48     | 9'414                  | 12'390                    | 13'766              | 15'063                    | 15'063                 |
| 49     | 9'414                  | 12'490                    | 13'878              | 15'063                    | 15'063                 |
| 50     | 9'414                  | 12'591                    | 13'990              | 15'063                    | 15'063                 |
| 51     | 9'414                  | 12'637                    | 14'041              | 15'063                    | 15'063                 |
| 52     | 9'414                  | 12'683                    | 14'092              | 15'063                    | 15'063                 |
| 53     | 9'414                  | 12'728                    | 14'143              | 15'063                    | 15'063                 |
| 54     | 9'414                  | 12'774                    | 14'193              | 15'063                    | 15'063                 |
| 55     | 9'414                  | 12'820                    | 14'244              | 15'063                    | 15'063                 |
| 56     | 9'414                  | 12'866                    | 14'295              | 15'063                    | 15'063                 |
| 57     | 9'414                  | 12'911                    | 14'346              | 15'063                    | 15'063                 |
| 58     | 9'414                  | 12'957                    | 14'397              | 15'063                    | 15'063                 |
| 59     | 9'414                  | 13'003                    | 14'448              | 15'063                    | 15'063                 |
| ab 60  | 9'414                  | 13'049                    | 14'499              | 15'063                    | 15'063                 |

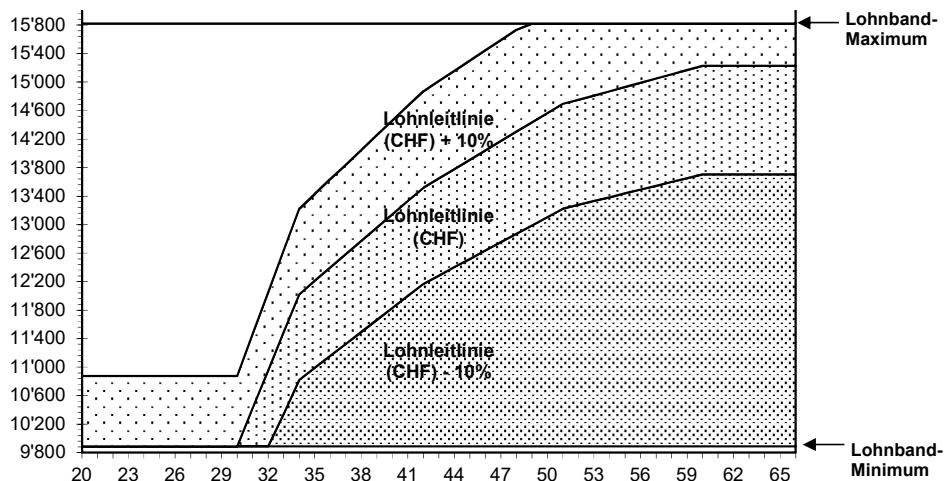


# Lohnband 16 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 21     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 22     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 23     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 24     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 25     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 26     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 27     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 28     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 29     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 30     | 9'889                  |                           | 9'888               | 10'877                    | 15'822                 |
| 31     | 9'889                  |                           | 10'422              | 11'464                    | 15'822                 |
| 32     | 9'889                  |                           | 10'956              | 12'052                    | 15'822                 |
| 33     | 9'889                  | 10'341                    | 11'490              | 12'639                    | 15'822                 |
| 34     | 9'889                  | 10'822                    | 12'024              | 13'227                    | 15'822                 |
| 35     | 9'889                  | 10'990                    | 12'211              | 13'432                    | 15'822                 |
| 36     | 9'889                  | 11'158                    | 12'398              | 13'638                    | 15'822                 |
| 37     | 9'889                  | 11'326                    | 12'585              | 13'843                    | 15'822                 |
| 38     | 9'889                  | 11'495                    | 12'772              | 14'049                    | 15'822                 |
| 39     | 9'889                  | 11'663                    | 12'959              | 14'255                    | 15'822                 |
| 40     | 9'889                  | 11'831                    | 13'146              | 14'460                    | 15'822                 |
| 41     | 9'889                  | 11'999                    | 13'332              | 14'666                    | 15'822                 |
| 42     | 9'889                  | 12'167                    | 13'519              | 14'871                    | 15'822                 |
| 43     | 9'889                  | 12'285                    | 13'650              | 15'015                    | 15'822                 |
| 44     | 9'889                  | 12'402                    | 13'780              | 15'159                    | 15'822                 |
| 45     | 9'889                  | 12'520                    | 13'911              | 15'302                    | 15'822                 |
| 46     | 9'889                  | 12'637                    | 14'042              | 15'446                    | 15'822                 |
| 47     | 9'889                  | 12'755                    | 14'172              | 15'589                    | 15'822                 |
| 48     | 9'889                  | 12'872                    | 14'303              | 15'733                    | 15'822                 |
| 49     | 9'889                  | 12'990                    | 14'433              | 15'822                    | 15'822                 |
| 50     | 9'889                  | 13'107                    | 14'564              | 15'822                    | 15'822                 |
| 51     | 9'889                  | 13'225                    | 14'694              | 15'822                    | 15'822                 |
| 52     | 9'889                  | 13'278                    | 14'754              | 15'822                    | 15'822                 |
| 53     | 9'889                  | 13'332                    | 14'813              | 15'822                    | 15'822                 |
| 54     | 9'889                  | 13'385                    | 14'872              | 15'822                    | 15'822                 |
| 55     | 9'889                  | 13'438                    | 14'932              | 15'822                    | 15'822                 |
| 56     | 9'889                  | 13'492                    | 14'991              | 15'822                    | 15'822                 |
| 57     | 9'889                  | 13'545                    | 15'050              | 15'822                    | 15'822                 |
| 58     | 9'889                  | 13'599                    | 15'110              | 15'822                    | 15'822                 |
| 59     | 9'889                  | 13'652                    | 15'169              | 15'822                    | 15'822                 |
| ab 60  | 9'889                  | 13'705                    | 15'228              | 15'822                    | 15'822                 |



# Lohnband 17 2026

Monatslohn 100%; in 13 Raten zahlbar



| Alter  | Lohnband-Minimum (CHF) | Lohnleitlinie (CHF) - 10% | Lohnleitlinie (CHF) | Lohnleitlinie (CHF) + 10% | Lohnband-maximum (CHF) |
|--------|------------------------|---------------------------|---------------------|---------------------------|------------------------|
| bis 20 | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 21     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 22     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 23     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 24     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 25     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 26     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 27     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 28     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 29     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 30     | 10'387                 |                           | 10'387              | 11'426                    | 16'620                 |
| 31     | 10'387                 |                           | 10'948              | 12'043                    | 16'620                 |
| 32     | 10'387                 |                           | 11'509              | 12'660                    | 16'620                 |
| 33     | 10'387                 | 10'863                    | 12'070              | 13'277                    | 16'620                 |
| 34     | 10'387                 | 11'368                    | 12'631              | 13'894                    | 16'620                 |
| 35     | 10'387                 | 11'544                    | 12'827              | 14'110                    | 16'620                 |
| 36     | 10'387                 | 11'721                    | 13'023              | 14'326                    | 16'620                 |
| 37     | 10'387                 | 11'898                    | 13'220              | 14'542                    | 16'620                 |
| 38     | 10'387                 | 12'075                    | 13'416              | 14'758                    | 16'620                 |
| 39     | 10'387                 | 12'251                    | 13'612              | 14'974                    | 16'620                 |
| 40     | 10'387                 | 12'428                    | 13'809              | 15'190                    | 16'620                 |
| 41     | 10'387                 | 12'605                    | 14'005              | 15'406                    | 16'620                 |
| 42     | 10'387                 | 12'781                    | 14'201              | 15'622                    | 16'620                 |
| 43     | 10'387                 | 12'905                    | 14'339              | 15'772                    | 16'620                 |
| 44     | 10'387                 | 13'028                    | 14'476              | 15'923                    | 16'620                 |
| 45     | 10'387                 | 13'151                    | 14'613              | 16'074                    | 16'620                 |
| 46     | 10'387                 | 13'275                    | 14'750              | 16'225                    | 16'620                 |
| 47     | 10'387                 | 13'398                    | 14'887              | 16'376                    | 16'620                 |
| 48     | 10'387                 | 13'522                    | 15'024              | 16'527                    | 16'620                 |
| 49     | 10'387                 | 13'645                    | 15'161              | 16'620                    | 16'620                 |
| 50     | 10'387                 | 13'769                    | 15'298              | 16'620                    | 16'620                 |
| 51     | 10'387                 | 13'892                    | 15'436              | 16'620                    | 16'620                 |
| 52     | 10'387                 | 13'948                    | 15'498              | 16'620                    | 16'620                 |
| 53     | 10'387                 | 14'004                    | 15'560              | 16'620                    | 16'620                 |
| 54     | 10'387                 | 14'060                    | 15'622              | 16'620                    | 16'620                 |
| 55     | 10'387                 | 14'116                    | 15'685              | 16'620                    | 16'620                 |
| 56     | 10'387                 | 14'172                    | 15'747              | 16'620                    | 16'620                 |
| 57     | 10'387                 | 14'229                    | 15'810              | 16'620                    | 16'620                 |
| 58     | 10'387                 | 14'285                    | 15'872              | 16'620                    | 16'620                 |
| 59     | 10'387                 | 14'341                    | 15'934              | 16'620                    | 16'620                 |
| ab 60  | 10'387                 | 14'397                    | 15'996              | 16'620                    | 16'620                 |

